

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
January 2016



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Interim Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries	339	392	351	317	311	340	275						2325
Number of Complaints Drafted	140	164	143	146	141	125	100						959
% of inquiries drafted	41%	42%	41%	46%	45%	37%	36%						41%
Employment	208	232	203	216	229	207	158						1453
Housing (Real Estate)	58	65	58	43	42	50	48						364
Public Accommodation	44	40	41	14	23	37	33						232
Credit	1	3	1	2	0	1	0						8
Education	9	17	14	4	7	13	5						69
Unknown	19	35	34	38	10	32	31						199
Number of Complaints Formalized	86	67	70	73	71	57	68						492
Employment	56	42	50	58	54	47	39						346
Transferred from EEOC*	2	6	7	13	11	11	3						63
Housing (Real Estate)	13	13	13	12	9	9	23						92
Transferred from HUD**	2	0	1	3	1	1	3						11
Public Accommodation	15	10	5	3	7	1	6						47
Credit	0	0	0	0	0	0	0						0
Education	2	2	2	0	1	0	0						7

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Total Number of Inquiries by Region	322	363	390	310	311	340	399						2435
Region 1	33	32	51	33	42	32	38						261
Region 2	22	30	40	30	18	26	35						201
Region 3	17	20	23	17	19	25	28						149
Region 4	13	14	11	16	6	9	18						87
Region 5	147	169	173	127	135	150	170						1071
Region 6	36	25	20	25	26	34	34						200
Region 7	16	6	10	12	10	17	10						81
Region 8	17	27	20	27	21	19	32						163
Region 9	19	35	39	22	20	18	18						174
Unknown/Out of State	2	5	3	1	13	10	16						50

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
% of Aged Cases by Area													
Employment	9%	10%	10%	11%	11%	11%	11%						10%
Housing (Real Estate)	7%	10%	3%	0%	0%	1%	8%						4%
Public Accommodation	8%	11%	7%	13%	26%	35%	44%						21%
Credit	50%	50%	0%	0%	0%	0%	0%						14%
Education	15%	16%	16%	24%	22%	46%	50%						27%
Open Cases by Area													
Employment	779	722	705	701	678	683	700						
Housing (Real Estate)	75	85	89	90	90	94	106						
Public Accommodation	153	152	152	147	147	148	154						
Credit	4	3	3	3	3	3	3						
Education	47	48	50	48	46	46	43						

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate, or Right to Sue), FO = Final Order.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Number of Cases Closed	52	80	93	83	79	42	30						459
Employment	43	70	72	63	59	34	16						357
Housing (Real Estate)	5	4	7	11	10	7	11						55
Public Accommodation	4	5	10	6	7	1	0						24
Education	0	0	4	2	3	0	3						12
Credit	0	1	0	0	0	0	0						1
Type of Closure													
NPC	34	56	80	72	59	35	14						350
CWS	12	16	10	8	12	4	5						67
CW	0	3	0	2	1	0	2						8
AD	6	5	3	1	2	1	5						23
FO	5	4	0	0	3	1	4						17

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	July 2015	Aug 2015	Sept 2015	Oct 2015	Nov 2015	Dec 2015	Jan 2016	Feb 2016	Mar 2016	Apr 2016	May 2016	June 2016	Year to Date
Probable/Reasonable Cause Findings	1	2	7	6	5	2	4						27
Employment	1	0	5	5	2	1	0						14
Housing (Real Estate)	0	2	2	1	3	1	4						13
Public Accommodation	0	0	0	0	0	0	0						0
Education	0	0	0	0	0	0	0						0
Credit	0	0	0	0	0	0	0						0
Active Cases													
Employment	28	29	32	34	35	37	36						
Housing (Real Estate)	15	19	19	19	20	19	22						
Public Accommodation	5	5	5	5	4	4	4						
Education	5	5	5	5	5	5	5						
Credit	0	0	0	0	0	0	0						
Average Age of Cases since NOF*	484	460	473	471	475	492	502						

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Janinder Kalsi v Home Financial Bancorp is a housing case based on familial status discrimination. The Complainant alleges that she Respondent refused to renew her lease because of her familial status.

Kamaria Howard v Mr. & Mrs. Alexander Chew is a housing case alleging discrimination based on race. The Complainant alleges that Respondent harassed her because of her race.

Jamal Smith in his official capacity as Executive Director v Mar-Main Apartments is a housing case based on disability. The issue alleged is that Respondent refused to make a reasonable accommodation.

Karen Brammer v Farmington Meadows Association, Inc. is a housing case based on disability. The Complainant alleges that Respondent denied her request for a reasonable accommodation.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

April Bell v Bella Vita Restaurant is a public accommodation case based on race. The Complainant alleged that Respondent denied her full and equal enjoyment of Respondent's restaurant because of her race. The case was settled.

Jacob Garcia v United Cerebral Palsy of the Wabash Valley is a housing case based on disability. Complainant alleged unlawful discrimination based on disability. This case was transferred to State Court.

Joshua Garcia v United Cerebral Palsy of the Wabash Valley is a housing case based on disability. Complainant alleged unlawful discrimination based on disability. This case was transferred to State Court.

Rajeevalochana Rangaswamy v Buckingham Property Management/Governor Square Apartments is a housing case based on familial status and national origin. This case was transferred to State Court

Articles of Interest:

[ICRC announces their 2016 Statewide CLE Program](#) 1/27/16

[Notice of Findings issued against Farmington Meadows Association](#) 1/21/16

[Jamal Smith receives Sagamore from Gov. Pence](#) 1/15/16

[Accommodation charge issued against Mar-Main Apartments](#) 1/14/16

[Familial Status charge issued against Owen Community Bank](#) 1/8/16